

COUNTY OF SAN DIEGO

THE NOBLEST MOTIVE IS THE PUBLIC GOOD



PLANNING & DEVELOPMENT SERVICES

DEPUTY DIRECTOR PLANNING & DEVELOPMENT SERVICES

Anticipated Hiring Range \$120,000 - \$130,000
Excellent Benefits Package

www.sandiegocounty.gov

DEPUTY DIRECTOR, PLANNING & DEVELOPMENT SERVICES | COUNTY OF SAN DIEGO

LAND DEVELOPMENT DIVISION | PROJECT PLANNING DIVISION

The County of San Diego is seeking a dynamic, independent, and innovative leader to fill a Deputy Director position. This executive management level position is in Planning & Development Services (PDS), which is part the County's Land Use & Environment Group. Under the administrative direction of Director of PDS, the selected candidate will be responsible for providing leadership and oversight over all functions and activities of the Land Development Division and the Project Planning Division.

THE IDEAL CANDIDATE

The ideal candidate thrives in a fast-paced, high profile, and demanding environment; has depth and breadth of experience in land development, place-making and design, engineering, and planning professions; and is highly skilled in the discipline of strategic planning, project management, and outcome-based performance management. Additionally, the ideal candidate will be a solution-oriented individual responsible for ensuring excellent customer service and working collaboratively with stakeholders.

The ideal candidate will also possess a professional history that demonstrates the following leadership competencies and attributes:

- ◆ A customer service-oriented management philosophy which transcends all levels of an organization.
- ◆ Organizational and political awareness of sensitive issues and understanding of multiple stakeholder needs to develop consensus on projects and programs, including working with boards and commissions, community planning or sponsor groups, industry groups, community organizations, agency officials, and the public.
- ◆ Strategic thinking and anticipation of future consequences and trends while applying knowledge appropriately.
- ◆ Ability to mentor, develop, and advocate for staff.
- ◆ Ability to convey information and ideas verbally and in writing in an open and articulate manner.

MINIMUM QUALIFICATIONS

Qualifying candidates will possess a bachelor's degree from an accredited college or university, or certified equivalency for foreign studies, AND, five (5) years of experience that demonstrates the ability to perform the essential functions of the classification. Experience must include three (3) years of management level experience and at least one (1) year of supervision.

Notes: A master's degree or higher degree may substitute for a total of one year of experience and cannot be applied to the required one year of supervision. In order for education to substitute for work experience as indicated above, college level coursework must demonstrate progress toward a degree and may be substituted on a year-for-year basis.

Desirable Qualifications: A bachelor's degree or higher in public administration, urban studies, urban design, planning, environmental science, architecture, engineering, law, or a related field, and at least five years of professional level planning experience in the public or private sector is highly desirable. Ideal candidates will also have management and supervisory experience in a planning, land use, design or environmental field.

COMPENSATION

The anticipated hiring range upon appointment for this position will be \$120,000 - \$130,000. Placement within range is dependent upon the qualifications of the successful candidate.

BENEFITS

- Fifteen days of paid vacation, thirteen days of paid sick leave, and thirteen paid holidays.
- Medical, dental, and vision insurance plans.
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance.
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options.
- Defined benefit retirement program.
- Reciprocity with other governmental retirement systems may be granted. For further information, please visit the website for the [San Diego County Retirement System \(SDCERA\)](#).
- Deferred Compensation Program (457) and 401(a) plans.
- May be eligible for relocation allowance up to \$15,000.

PLANNING & DEVELOPMENT SERVICES

Through operational excellence and attention to customer service, PDS strives to balance community, economic, and environmental interests to ensure the highest quality of life for the residents of San Diego County.

PDS has received numerous awards from external organizations in 2014-15, including:

- ◆ American Planning Association San Diego Chapter Best Practices Award
- ◆ San Diego Taxpayers Association Golden Watchdog Award
- ◆ Two California State Association of Counties (CSAC) Challenge Awards
- ◆ Two Association of Environmental Professionals Certificates of Merit
- ◆ Two National Association of Counties (NACo) Achievement Awards
- ◆ Accela Citizen Engagement Award

LAND DEVELOPMENT DIVISION

The Land Development Division is responsible for providing engineering and review services for construction and development projects throughout the unincorporated areas of San Diego County.

PROJECT PLANNING DIVISION

The Project Planning Division is responsible for reviewing “discretionary” projects. Those are projects that builders and homeowners cannot do “by right,” but which may be approved by the PDS Director, the Zoning Administrator, the Planning Commission, or the Board of Supervisors if the projects meet certain conditions. Discretionary projects include lot splits, major subdivisions, and conditionally-permitted uses. The Project Planning Division staff also process applicants’ requests for General Plan Amendments, Specific Plans, and related Zoning Amendments.

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THE COUNTY OF SAN DIEGO

The mission of the County of San Diego is to provide the residents of San Diego County with superior County services in terms of quality, timeliness, and value in order to improve the region's Quality of Life.

- The County covers 4,261 square miles, extending 75 miles along the Pacific Coast from Mexico to Orange County and inland 75 miles to Imperial County along the international border shared with Mexico.
- San Diego enjoys a wide variety of climate and terrain, from coastal plains and fertile inland valleys, to mountain ranges, forests, and the Anza-Borrego Desert. The average annual rainfall is only 10 inches.
- The County is governed by a five-member Board of Supervisors elected to four-year terms in district, non-partisan elections.
- There are 18 incorporated cities and a large number of unincorporated communities.
- County services are provided by five business groups, that are headed by General Managers, who report to the Chief Administrative Officer (CAO).
- The County has a budget of \$5.41 billion and provides services to the residents of the County through its 17,000 employees in 42 different departments.

GENERAL MANAGEMENT SYSTEM

The County engages in a continuous cycle of planning, implementing, evaluating and reviewing the planning process. The County's comprehensive guide for managing this cyclic process is called the General Management System (GMS). By communicating and adhering to this business model, the County of San Diego is able to maintain an organizational culture that values transparency, accountability, innovation, and fiscal discipline which provides focused, meaningful public services.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

Résumés may be submitted on-line at www.sdcounty.ca.gov/hr, select the link for jobs.

Résumés should include academic degrees held and dates conferred, employment history and positions held, dates of service, areas of experience, levels of responsibility, reporting structure, key duties performed, and number of direct reports or staff. An evaluation board will convene to review submittals and identify top competitors to be considered for further evaluation.

SPECIAL NOTES

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the appointing authority. The provisions of this job announcement may be modified or revoked and do not constitute an expressed or implied contract. Qualified women, minorities, and persons with disabilities are encouraged to apply. Reasonable accommodation may be made to enable an individual with qualified disabilities to perform the essential functions of a job, on a case-by-case basis.

The County of San Diego and its employees embrace the *Live Well San Diego* vision: A region that is Building Better Health, Living Safely and Thriving. For more information go to www.livewellsd.org.



Under California Government Code Sections 3100 - 3109, public employees are designated as **disaster service workers**. The term "public employees" includes all persons employed by the state or any *county*, city, state agency, or public district. Disaster service workers are required to participate in such disaster service activities as may be assigned to them by their employer or by law.

CONTACT INFORMATION

You may direct any questions regarding the application and selection process to Brandy Winterbottom-Whitney, Deputy Director, Human Resources, at Brandy.Winterbottom-Whitney@sdcounty.ca.gov or 858-505-6324. Questions about the position or department should be directed to Kevin Powell, Group Human Resources Director, at Kevin.Powell@sdcounty.ca.gov or 619-685-2441.

Class #002289

8/10/16

